

STRATEGIC PATHWAYS *DIRECTING YOUR MOMENTUM*



The representation of women at senior levels in corporate America is grim. However, the condition of black women is far more alarming, suggesting that the experience and development of black women in corporate America merits specific focus.

In spite of the fact that black women are graduating from college and graduate school at unprecedented rates and are joining the ranks of U.S. companies in equally impressive numbers, they are not moving into the senior positions at the levels one would expect from such a robust pipeline of talent. As the organizational rules of the workplace continue to shift and the successful business paradigms of yesteryear are becoming null and void, mid-career black professionals need to think strategically about their career development.

Strategic Pathways: *Directing Your Momentum* is a 2-day leadership development program designed to assist mid-career black women as they continue to chart their career course towards the executive ranks of today's organizations. In this unique developmental offering, these managers, sr. project leaders, directors, and new vice-presidents will create a strategic plan for their personal and professional development. The plan will take into account the double-outsiders status faced by many black women in today's organizations. Additionally, Strategic Pathways is a program designed to help these women gain more clarity about the types of experiences they will need to create options for themselves in the future.

As participants in the Strategic Pathways program, the women will be assessed, developed, and mentored on the challenges which are unique for them. This program will help the women get a clearer understanding of their strengths and developmental needs. This development begins by helping participants understand and challenge their core assumptions about themselves and the roles and responsibilities they hold as leaders in the organization and community.

Strategic Pathways' participants come from a wide variety of industries, organizations, functional areas, and locations. This heterogeneous mixture of participants helps build a diverse network of high performing leaders who are focused on increasing their leadership capacity in their organizations. Built to respond to the particular needs of mid-career black women, Strategic Pathways is the leadership development program that brings the future into focus.

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Learning Objectives

This leadership development program for mid-career black women focuses on proven strategies these leaders will need to succeed in the competitive organizational environment. The desired outcomes of this program are for participants to:

- ▼ Identify and understand the experiences needed to achieve higher levels of success in the organization
- ▼ Help women understand the skills required to increase their career options
- ▼ Learn how to develop quality strategic relationships for accurate feedback and organizational navigation
- ▼ Assist in managing work-life balance

Who Should Attend

This program series is designed for black women executives who are:

- ▼ High potential leaders with proven success and maturity in a professional environment
 - ▼ Mid-career professionals (i.e. 6-15 years in careers)
 - ▼ Sr. Project Leaders, Managers, Directors, and New Vice-Presidents
 - ▼ Aspirations to contribute at a higher level within the organization
 - ▼ Willing to listen, learn, and be challenged
- *All applications will be reviewed on a case-by-case basis*

Registration

Participation in the Strategic Pathways is by application only. Please complete the online version of the application in its entirety. As seats in this year's program are limited, we strongly suggest submitting your completed application and materials as soon as possible. Incomplete application submissions will not be reviewed.

To register for this program, please visit us at: <http://www.elcinfo.com/offerings.php>

KEY PROGRAMMATIC FEATURES

- Safe forum to learn, practice, and develop critical leadership skill sets
- Group Facilitated Discussions
- Research Based Modules
- Unparalleled Networking
- Connectivity between cohort members, other program alumni, and ELC Members
- Curriculum designed, facilitated, and supported primarily by black professionals for black women managers

MODULES

- The Executive Leadership Council Panel Discussions
- 360° & Self Assessment
- Leadership
- Organizational Politics
- Goal Setting

Fee/\$3,250

The fee does not include hotel accommodations, transportation, or other incidental costs.

Upon your enrollment into this year's Strategic Pathways Program, an invoice will be sent to you for the program fee. The invoice can be paid by credit card or check by contacting Merkena Cooper (ELC Staff Accountant at mcooper@elcinfo.com or 703.706.5269). The program fee includes the classroom experience, pre & post program materials, and planned meals. The fee does not include hotel accommodations, transportation, or other incidental costs.

Program Dates & Location

- ▼ March 25-26, 2010
- ▼ Del Mar, California



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